

POSITION EVALUATION SUMMARY

Organization: Various USACE Districts' IM Organizations

Position No.: _____

Evaluation Factors	Factor Level Used (FL No., etc.)	Points Assigned	Comments
1. Knowledge Required by the Position	FL 1-7	1250	See Page 2
2. Supervisory Controls	FL 2-4	450	See Page 2
3. Guidelines	FL 3-4	450	See Page 2
4. Complexity	FL 4-5	325	See Page 2
5. Scope and Effect	FL 5-4	225	See Page 3
6/7. Personal Contacts and Purpose of Contacts	Level 3C	180	See Page 3
8. Physical Demands	FL 8-1	5	See Page 3
9. Work Environment	FL 9-1	5	See Page 3
Total Points		2890	Standards Used GS-2200, IT Guide dtd May 01
Grade Conversion		GS-12 2755-3150 Point Range	

Additional Remarks:

The job assignments and requirements of this position fully meet the occupational series definition for the Information Technology Management Occupational Series GS-2200 (Page 4) and is, therefore, properly classified to the GS-2210 Series.

This position is titled IT Specialist (SYSADMIN) since the assignments involve work predominately in one specialty (SYSADMIN). Reference Page 4, Titling Practices of the GS-2200 Guide.

Title, Series, and Grade Assigned:

Information Technology Specialist (SYSADMIN) GS-2210-12

Date: _____

FL 1-7 (1250 Points)

This position exceeds FL 1-6. Level 6 positions normally participate and/or assist in design/development of simple to moderately complex IT systems. Subject position is the responsible technical specialist/leader of the design and development of complex District-wide IT systems. This is consistent with Level 7. Subject position does not meet FL 1-8. Level 8 positions are technical experts/authorities, leaders, and masters of the design, development of advanced, critical and/or previously unsolvable IT systems for a Division and its' subordinate Districts.

FL 2-4 (450 Points)

This position exceeds FL 2-3. Supervisors over Level 3 positions define/provide plans and approaches for incumbent to follow. There are clear precedents to follow. Incumbent resolves common problems but takes more difficult problems to supervisor for resolution. Subject position participates with supervisor in determining time frames, stages, and possible approaches. Incumbent independently plans approach, methods to be used, applies new methods to resolve complex, controversial, unprecedented problems. This is consistent with FL 2-4. Subject position does not meet FL 2-5. Level 5 position is responsible for and serves as the technical authority for a significant agency or equivalent-level IT program/function where the incumbent defines the objectives of an assignment associated with the program/function.

FL 3-4 (450 Points)

This position exceeds FL 3-3. Level 3 positions use a wide variety of generally common reference materials and manuals that are more local in nature; relate specifically to assignments and precedents are available for resolving problems. This position uses USACE- and Division-level guides/policy statements. The guidelines/statements criteria pertinent to assignment are often scarce, inapplicable with gaps of specificity requiring considerable interpretation/adaptation and deviation from established methods. This is consistent with Level 3-4. Level 3-5 is not met. Level 5 positions are viewed by *top agency* management as the technical expert in information technology for Systems Administration functions. Work at this level formulates/develops interpretations that take the form of policy statements and guidelines that are used by technical experts below agency level.

FL 4-5 (325 Points)

This position exceeds FL 4-4. Level 4 positions deal with many different and unrelated processes/methods pertinent to IT functions where there is a need to consider different approaches to deal with incomplete/conflicting data. This requires the use of judgment/originality in interpretation of data, planning the work, and refining methods/techniques of the work. The incumbent of this position must apply what is described at Level 4 but in addition develops new standards, methods, and techniques and conceives/develops solutions to highly complex technical problems. This is consistent with Level 5. FL 4-6 is not met. Level 6 positions deal with IT areas where no precedents exist, requiring the establishing of new concepts, theories, and programs to solve problems that have resisted solution.

FL 5-4 (225 Points)

This position exceeds FL 5-3. Level 3 positions deal with a variety of common problems/situations that are generally handled by established criteria and the effect of the work affects the local design, testing, etc., of IT systems and the quality of services. The incumbent of this position must establish criteria, formulate projects, etc., for a variety of unusual conditions/problems where the effect of the work affects a wide range of District-wide activities/organizations. This is consistent with level 4. FL 5-5 is not met as the work involves isolating/defining unprecedented conditions and developing/testing new techniques that affect the work of technical experts and/or the development of major portions of agency-wide IT programs.

FACTORS 6, 7, 8, and 9 are clearly evaluated to the levels indicated above and do not need supplementary evaluation analysis.